



THE NORWEGIAN DEFENCE UNIVERSITY COLLEGE

Gender and military issues in the Scandinavian Countries:

- A Categorized Research Bibliography



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Gender and Military Issues in the Scandinavian Countries: - A Categorized Research Bibliography

Trond Svela Sand
Kari Fasting

The key purpose of **Moving Soldiers – Soldaten i bevegelse** is to present interdisciplinary thinking relevant to the field of interest of the Norwegian School of Sport Sciences, Defence Institute. This edition of Moving Soldiers comes out of the Defence Institute's research projects on military performance and gender issues and follow up on our first issue MS 0110 "Gender and Military Issues – A Categorized Research Bibliography", by presenting an extensive interdisciplinary overview of studies on gender issues in a military context in Scandinavia.

Being a military institute situated at the Norwegian School of Sport Sciences (NSSS) our research is naturally concentrated around three fundamentals: Training, Performance and Culture in connection to a military context. Correspondingly, over the last couple of years the institute has been engaged in research questioning the training, performance and culture of military units in connection with the ongoing modernization of the NoAF.

As we know, the Norwegian Armed Forces (NoAF), like most armed forces of the Western democratic societies, are going through a substantial change in how they structure their armed forces, conduct their military operations and consequently understand its military identity. Quite briefly, one can describe this transformative shift as a change from a large static invasion defense-based concept built on conscripted volume-concerned mobilization forces towards a smaller and more flexible expeditionary force-based defense concept dependent on ability-motivated professional military communities of practice. Accordingly, when describing military competencies of the new era one tends to use terminology such as: initiative, flexibility, plurality, independency, contextuality and integrity rather than those of the old era: control, structure, uniformity, objectivity, and obedience. In a skill-acquisition context this raises a lot of questions in connection to what are the new military/soldiering roles and identity, what are the characteristics of this new expertise, who will have the best prerequisite to adopt such skills, and how do we develop such soldiers?

One aspect of this debate is the role of gender in the armed forces. This is no new debate, but in light of the considerable changes described in the research, it has surfaced and gained new momentum. A recent contribution was fielded by the Defense Minister Espen Barth Eide who, when arguing for compulsory conscription for both men and women, was quoted in the national press to have said that the traditional soldier no longer carries heavy backpacks, but rather technology, system thinking and strategy has replaced many of their physical challenges. And thus, it has become continually more difficult to argue that women should not enlist. There are no longer special physical requirements, and it would be sad if we were not able to recruit the best female candidates.

This, coming from the Defense Minister, was no surprise; it rather follows up on the signals of governmental politics over the last couple of decades. And embodied in St.meld. nr. 36 (2006-2007) Økt rekruttering av kvinner til Forsvaret [White Paper no. 36 (2006-2007) Increased recruitment of women into the Norwegian Armed Forces].

The purpose of this issue of Moving Soldiers is to follow up on the first Gender and Military Issues Bibliography by exploring the Scandinavian publications. When we published the first bibliography we took an international approach, and thus, deliberately choose to only take in publications written in the English language. At the same time we decided that we would make a Scandinavian version at a later date. With this edition we now present that version..

Accordingly, this bibliography gives an extensive interdisciplinary overview of studies on gender issues in a military context in Scandinavia. It covers 226 references of journal articles, books/chapter in books, reports, and graduate theses from military and non-military institutions. The references have been categorized in themes such as "Gender and recruitment", "Gender relations and gender stereotypes", "Harassment and bullying", and "Gender and international service". Hence, it should represent an essential tool for military leaders and scholars interested in gender issues in a military context.

We are happy to be able to present this issue in connection with this year's Armed Forces Women's Conference hosted by the Norwegian Defence University College, and organized and housed by our own institute on the Norwegian School of Sport Sciences campus on May 11th. Hopefully, the bibliography will give the participants an opportunity to follow up on the conference's main topic of selection and physical requirements, and will be of value in highlighting the importance the selection processes can have for the proportion of women in the forces.

Anders McD Sookermany

■ Author's summary ■



This edition of *Moving Soldiers* (MS) is a research bibliography of gender and military issues in the Scandinavian countries. Gender issues, relative to the increased representation of women in the Armed Forces, have been given a high political priority during the last decade. Research has an essential function in this matter where knowledge regarding the cultural and social dimensions of gender in the military is a great asset in recruiting and developing tomorrow's members of the Armed Forces. Taking into account the Scandinavian countries' long tradition for knowledge-based policy making it is therefore beneficial to gather and systematize the research conducted in this field. Consequently, the purpose of this issue of *Moving Soldiers* is to gather relevant publications related to military and gender issues in the Scandinavian countries and to explore what characterizes those publications. An additional intention in developing this overview is to uncover voids in the knowledge, which may challenge researchers.

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The study was carried out by searching different Scandinavian databases and the web pages of military and non-military institutions for relevant publications. Five "military keywords" and 25 "gender keywords" were combined which gave a total of 125 search terms. These search terms were based on a former study by Fasting and Sand (2010). The search procedure uncovered 226 Scandinavian publications on "gender and military issues". The publications are divided into the following categories: "Unpublished reports, memos, etc." (n=136), "Graduate theses" (n=35), "Journal articles" (n=28), and "Books/Chapter in books" (n=27). The general impression is that gender issues and the military is an uncommonly investigated subject in Scandinavia due to the relatively small volume of publications. This is particularly the case for Denmark (n=41) which has noticeably fewer publications compared to Norway (n=84) and Sweden (n=101). A common feature of the publications is that in most cases they are carried out by governmental military institutions or on behalf of such institutions. Another characteristic is the relative lack of involvement of traditional academic institutions, and that most of the publications are in the Scandinavian languages. Additionally, it can be noticed that just four of the 35 graduate theses are PhD dissertations and only 15 of the 28 "Journal articles" are peer-reviewed. Based on a content analysis, the publications were divided into 13 different thematic categories. A majority of the publications focused on "Gender and recruitment" (n=34), followed by "Gender relations and gender stereotypes" (n=23) and "Gender and history" (n=23). The three smallest categories were; "Females' experiences and perceptions of military service" (n=10), "Attitudes towards women in the military" (n=8) and "Women and withdrawal from service" (n=6). Due to the relatively low number of publications it is quite clear that most topics related to gender issues in the Scandinavian Armed Forces need further research.

It is crucial that policy making is developed from accurate information rather than beliefs, presumptions and misconceptions. Valid research is an important source for policy makers when they make their decisions to meet the gendered challenges in the flexible expeditionary force. Hence, the present study indicates that there is a need for more Scandinavian research on gender issues in the military.



Gender and Military Issues in the Scandinavian Countries: - A Categorized Research Bibliography

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■ Introduction to the Bibliography ■

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Introduction

Gender equality has been reflected in the political discourses and policy making in the Scandinavian countries, and today the societies are characterized by a broad female participation in public life. For instance the female representation in important institutions such as academia and politics is larger than in most other countries. This is also reflected in the United Nations Development Programme's (UNDP) index on gender inequality, where the three countries normally are found at the top end of this yearly ranking (United Nations Development Programme, 2010). The focus on gender equality in society at large has also had an important influence on the three countries' Armed Forces. One noticeable example is that for almost three decades it has been an explicit political objective to increase the female representation. The Scandinavian countries are also among the few countries where women have formal access to all military positions on the same terms as males: in Norway since 1985, in Sweden since 1989, and in Denmark since 1998. This means that the three countries are included in the exclusive group of 13 countries where women can be admitted for combat roles.

However, despite the long-lasting objectives, the Scandinavian countries have not been very successful in reaching a more balanced gender distribution in the Armed Forces. For many years the female proportions have been remarkably small, and even if some progress has been observed during the last couple of years, the Armed Forces are still among the most male dominated sectors in all three countries with an insufficient female representation: barely nine percent in Norway, just above six percent in Denmark, and roughly five percent in Sweden (Försvarsmakten, 2009; NATO Committee on Gender Perspectives, 2010). It seems though that the focus on female representation in the Scandinavian Armed Forces has got renewed political attention after the millennium shift. A focus on diversity issues and in particular on women's role in the Armed Forces can be observed in several political documents. For example all three countries have adopted the UN Security Council's Resolution 1325 on women, peace and security (United Nations, 2000). According to the resolution the countries are committed to mainstream a gender perspective into all peacekeeping operations and to work for a more balanced gender distribution among peacekeeping personnel. The resolution also underscores the importance of women's "equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution" (United Nations, 2000, p. 1). All three countries emphasize in their governmental action plans that implementation of the resolution for increasing the proportions of women in the Armed Forces is essential (Ministry of Foreign Affairs of Denmark, The Danish Ministry of Defence, & Danish National Police, 2008; Utenriksdepartementet, 2011; Utriksdepartementet, 2009). Additionally, the objective of a better gender balance is also integrated in their current policies for the Armed Forces (Forsvarsdepartementet, 2008; Forsvarsministeriet, 2009; Försvarsmakten, 2009). Several other recent examples of the political focus on women in the Scandinavian Armed Forces can also be outlined, such as:

- In 2007 the Norwegian Ministry of Defence issued a White Paper titled "Increased recruitment of women into the Armed Forces" (Forsvarsdepartementet, 2007). The White Paper applies a critical perspective on how to recruit and retain females, and suggests several measures to reach a better gender balance in the Norwegian Armed Forces. One of the most noticeable political outcomes of the White Paper is the introduction of compulsory classification for military service.
- In 2009 a committee appointed by the Swedish Ministry of Defence presented an extensive report where they considered statutory changes and other measures necessary to allow voluntary recruitment and training of military personnel (Försvarsdepartementet, 2009). The committee emphasized that "the current system has been unable to recruit a sufficient number of women" (p.46). The report is characterized by a deliberate focus on women's role in the future Swedish Armed Forces.
- In 2011 the Danish Ministry of Defence introduced its policy on how to achieve increased diversity in the Armed Forces. This is stated as a highly prioritized topic in the forthcoming period where recruitment and retention of women and a focus on their career development are regarded to be of particular importance to achieve this objective (Forsvarsministeriet, 2011).

The background for the renewed attention on women in the military is related to the significant transformation that the Armed Forces of Norway, Sweden and Denmark have been through during the last decade. Like in many other countries the traditional invasion-based defense force has been altered to a flexible expeditionary force (Moskos, 2000). In the Scandinavian context this can be illustrated by the three countries' major engagements in international operations in different parts of the world. These new assignments have required new approaches to the composition of the Armed Forces, especially when it comes to human resources. The modern expeditionary force often requires a soldier role which calls for the ability to act flexibly, often based on individual decisions using critical reflection in complex situations characterized by conflict and chaos (Sookermany, 2011). Therefore, there is a need for a diverse composition of the personnel across multiple characteristics such as gender, ethnicity, social and intellectual capability and so on. Furthermore, it can also be added that from an equality perspective it is important that the Armed Forces reflect the society at large. In this matter gender is of particular interest due to the widespread male domination of the military culture.

The transformations of the Armed Forces have revealed the requisite of a broader approach with room for different masculinities and femininities. Research has an essential function in this matter where knowledge regarding the cultural and social dimensions of gender in the military is a great asset in developing tomorrow's members of the Armed Forces. Furthermore, it seems like there has been a considerable increase in Scandinavian research related to gender issues in the military. The Norwegian White Paper from 2007 addressed the importance of research in this field, and was followed by a research project in 2008, funded by the Ministry of Defence. The main objectives

of this ongoing project are to increase the recruitment of women and to improve diversity in the organization (Steder, Hellum, & Skutlaberg, 2009). Another example of research is the Department of Leadership and Management at the Swedish National Defence College which has had a significant focus on gender issues during the last decade. Taken into account the Scandinavian countries' long tradition for knowledge-based policy making it is beneficial to gather and systematize the research conducted in this field. Consequently, the purpose of this issue of *Moving Soldiers* is therefore to gather research studies and other relevant publications related to military and gender issues in the Scandinavian countries and to uncover the themes of those publications. Our intention for this overview is also to uncover voids in the knowledge, which may challenge researchers.

Gender and Gender Perspective

When discussing gender and having a gender perspective there is often a tendency to refer to gender as being about women. However, it is important to emphasize that gender is about both men and women and that men also have a gender (Connell, 1995). It is therefore crucial to underline what the term gender and gender perspective means.

There can be outlined four dimensions when speaking about gender; biological, social, cultural and psychological (Holst, 2009). The biological dimension of gender is normally connected to the term "sex" and is traditionally associated with the anatomic and physiological differences which define the male and female body. The social, cultural, and psychological dimensions of gender form the basis of our understanding of appropriate behavior for men and women and thereby our perception of what is masculine and what is feminine. However, it should be emphasized that this understanding is not fixed, but differs both within and between cultures. Gender are constantly constructed and reconstructed based on individuals' interaction and social life where everyone is "doing gender" and where most individuals embrace a mixture of several masculine and feminine characteristics. Hence, one cannot talk about only one specific type of masculinity or femininity, but numerous types of masculinities and femininities. Gender is, in other words, not something we "are" or "have", but something we "produce" and "do" (West & Zimmermann, 1987). To have a "gender perspective" then means that one includes and discusses the social, cultural and psychological dimensions of being a man or a woman when one tries to describe, explain or understand our society. Accordingly, both women and men are influenced by our society in terms of expectations of being a man, which clearly has consequences for their behavior and perceptions of gender and gender relations. This is particularly valid in the cultures of the Armed Forces which is heavily dominated by men and masculinities and can be an important key to explain or understand women's perceptions of and experiences in the Armed Forces.

Methodology

The study was carried out by searching different Scandinavian databases and web pages of governments and military and non-military institutions for relevant

publications. Five “military keywords” and 25 “gender keywords” (table 1) were combined which gave a total of 125 search terms. These search terms were based on a former study by Fasting and Sand (2010). The key words were translated into Danish, Norwegian, and Swedish, respectively, to secure an accurate searching procedure. The translations can be viewed in appendix 1, 2, and 3. The main sources in the searches for publications were the three Scandinavian governmental online library databases: BIBSYS (Norway)¹, Libris (Sweden)², and Bibliotek.dk (Denmark)³. In addition, 21 other databases and web pages were investigated (appendix 4). Those were primarily library databases that were not included in the three governmental library databases. Web pages of public authorities, organizations, institutes, etc. with connection to – or that could be associated with – the Armed Forces were also investigated. Lastly, the reference lists of all publications with web access were examined to reveal whether there were additional relevant publications that had not been detected in the searches.

Table 1. Keywords

Military keywords		
Air Force	Army	Navy
Armed Forces	Military	
Gender keywords		
Abuse	Gay	Maltreatment
Body	Gender	Masculinity
Bullying	Harassment	Neglect
Discrimination	Hazing	Prostitution
Diversity	Homophobia	Rape
Equality	Homophobic	Sexuality
Equity	Homosexual	Trafficking
Female	Integration	Women
Femininity		

Results and Discussion

The searching procedure resulted in a total of 226 Scandinavian publications on “gender and military issues”. These 226 publications can be divided into four different categories: “Unpublished reports, memos, etc.”, “Graduate theses”⁴, “Journal articles”, and “Books/Chapter in books”. According to table 2 “Unpublished reports, memos, etc.” was by far the largest category with 60 percent of the publications. Consequently, this dominance gives relatively smaller proportions for the three other types of publications revealed.

1 www.bibsys.no

2 www.libris.kb.se

3 www.bibliotek.dk

4 Graduate theses = PhD's or theses on master's level. Scandinavian theses on master's level: Master (DK, NO, SE), Speciale (DK), Hovedfag (NO), D-uppsats (SE), Magisteruppsats (SE).

Table 2. Overview of publication categories

Publication category	N (%)
Unpublished reports, memos, etc.	136 (60)
Graduate theses	35 (15)
Journal articles	28 (12)
Books/chapter in books	27 (12)
Total	226 (100)

An overview of the number and relative distribution of the publications in each country can be seen in table 3. The general impression is that gender issues and the military is a subject with limited investigation in Scandinavia due to the relatively small volume of publications. A majority of the publications were conducted in Sweden (n=101) and Swedish publications therefore dominates three of the four publication categories. The exception is "Graduate theses" where more than half of the theses were from Norwegian universities and colleges. This is also reflected in the relative distribution where "Graduate theses" in Norway and Denmark made up 23 and 22 percent, respectively, whereas seven percent of the Swedish publications were found in this publication category.

Table 3. Overview of publication categories distributed on country

	Sweden	Norway	Denmark
	N (%)	N (%)	N (%)
Unpublished reports, memos, etc.	65 (64)	49 (58)	22 (54)
Graduate theses	7 (7)	19 (23)	9 (22)
Journal articles	17 (17)	8 (10)	3 (7)
Books/chapter in books	12 (12)	8 (10)	7 (17)
Total	101 (100)	84 (100)	41 (100)

A reasonable explanation for the few Danish publications may be that issues related to gender and diversity traditionally have had a stronger position in the public debate in Norway and Sweden. This has accordingly had greater influence on scholars in these two countries compared to Denmark, even if all three countries internationally are considered as frontrunners when it comes to gender equality. The presence of gender and diversity issues in the political discourses in Sweden and Norway has also generated a greater demand from public authorities for research related to gender and military issues. A common feature of most of the publications revealed in the present study is that they first and foremost seem to be a result of this public demand. This relies on the fact that the publications in most cases are carried out by governmental military institutions or on behalf of such institutions, and that a majority of the publications are found in the category "Unpublished reports, memos, etc."

Another interesting characteristic is the relative lack of involvement of traditional academic institutions. According to table 2, "Graduate theses" and "Journal articles" make up only 16 and 12 percent of the publications, respectively. It can be noticed that only four of the 35 graduate theses are PhD dissertations (all Swedish). Additionally, only 15 of the 28 "Journal articles" are peer-reviewed which means that only seven percent of the publications are peer-reviewed journal articles. This is quite remarkable compared to the previous international bibliography on this subject where more than half of the publications were peer-reviewed articles (Fasting & Sand, 2010). Peer-reviewing is an important and fundamental practice in research to secure validity – and lacking peer-review may produce uncertainty about the quality of the studies accomplished. Given that much of this research forms the basis for political priorities and decisions it is therefore desirable that more studies on gender and military issues in Scandinavia are published in peer-reviewed journals. Furthermore, publishing in peer-reviewed journals is not only important to secure validity, but contributes also to that information and knowledge becomes available for other researchers. An important aspect of this is to publish in English. However, most of the publications in the present review are in Scandinavian languages so they exclude international readers.

Based on a content analysis, the publications were divided into 13 different thematic categories (Table 4). The content analysis shows that a majority of the publications focused on "Gender and recruitment" (n=34), followed by "Gender relations and gender stereotypes" (n=23) and "Gender and history" (n=23). "Gender relations and gender stereotypes" include themes such as gendered expectations and stereotypical perceptions, primarily about women, but publications on men and masculinities are also included. The category "Gender and history" is characterized by a majority of the publications being related to women and to women's historical entrance and participation in the Armed Forces. Fewest publications were found in the categories "Women's experiences and perceptions of military service" (n=10), "Attitudes towards women in the military" (n=8) and "Women and withdrawal from service" (n=6).

Table 4. Overview of thematic categories

	N
Gender and recruitment	34
Gender relations and gender stereotypes	23
Gender and history	23
Gender equality	22
Gender, peace, and security	21
Integration of women	19
Harassment and bullying	19
Women in the Armed Forces	17
Women and career	13
Gender and international service	11
Women's experiences and perceptions of military service	10
Attitudes towards women in the military	8
Women and withdrawal from service	6
Total	226

The content analysis confirms the impression that the research on gender and military issues is largely driven by the political discourse and demands from public authorities and first and foremost the three Scandinavian defense ministries. This can be illustrated by the fact that the largest category is "Gender and recruitment". Since it, for almost three decades, has been an explicit political objective to increase the female representation in the Armed Forces, this is not surprising. However, the proportion of women in the military has been more or less the same for almost 25 years, and the political ambitions can hardly be identified in research conducted in the eighties and nineties. But during the last decade the focus on increasing the female representation has received renewed attention both among politicians and military leaders, which has resulted in several studies. This can be illustrated particularly by the situation in Norway. As mentioned earlier, the White Paper from 2007 was followed by an ongoing research project. The project is funded by the Ministry of Defense, and coordinated by a military research institution, The Norwegian Defence Research Establishment, and has at the so far produced 16 unpublished reports of which 13 are included in the category "Gender and recruitment". In contrast, only three Norwegian publications were found on "Gender and recruitment" before 2007: two master theses (Gunnarsdottir, 2005; Westin, 1999) and one military action plan (Forsvarets Overkommando, 2000). This example shows that governments may play an important role in developing new knowledge in under-researched areas such as gender issues in the military. However, if the governments put strong directives on this research it can also be looked upon as a limitation, especially in a situation where the military governments often are engaged in both supply and demand of research, such as in the Scandinavian context. The consequences may be that critical questions are not asked and important topics not investigated.

Due to the relatively low number of publications it is quite clear that most topics related to gender issues in the Scandinavian Armed Forces need further research. However, there are some topics in particular that can be put forward:

- The absence of studies related to sexuality and LGBT-issues⁵ are rather surprising given that this was a relatively large category in the international bibliography (Fasting & Sand, 2010). Only three Scandinavian publications (Brynja & Bildt, 2005; Hansen, 2009; Werner, 1996) had a main focus on sexuality and LGBT-issues.
- The gendered aspects connected to international service seem to need more attention. Only 11 publications were found in the category "Gender and international service", and all but one were Swedish. Participation in international operations is today a central part of the Scandinavian Armed Forces' operations. It may therefore be important to get more knowledge on the gendered implications of service abroad, especially given the international obligations in UN declaration 1325 (United Nations, 2000). Most of the publications related to the UN Declaration are found in the category "Gender, peace and security". The perspectives in those publications are primarily focused on civilians, and not on internal matters in the Armed Forces.
- Studies about men and masculinities are few, and there is a tendency to define gender to be about women. As mentioned before, men also have a gender and their experiences as gendered individuals in a military context need to be investigated. Therefore, there is a need for studies on both women and men.
- Sexual harassment in the military has received increased attention from media the last couple of years, and has been emphasized as essential to prevent – if the female representation is going to increase (Steder, 2010). However, most of the Scandinavian publications on this subject were conducted in Sweden, whereas knowledge about the situations in Denmark and Norway is limited.

Conclusion

It is crucial that policy making is developed from accurate information based on knowledge rather than uninformed opinions, presumptions and misconceptions. Valid research is an important source for policy makers when they make their decisions to meet the gendered challenges in the flexible expeditionary force. Hence, the present study indicates that Scandinavian research on gender issues in the military has some future challenges.

5 LGBT=Lesbian, gay, bisexual, transsexual

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Attitudes towards Women in the Military

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■ Appendix 1 ■

English-Danish translation of search terms

- air force – flyvåbenet
- armed forces – forsvar/forsvaret
- army – hæren
- military – militær/militæret
- navy – marinen

- abuse – misbrug
- body – krop
- bullying – mobning
- discrimination – diskrimination
- diversity – forskellighed
- equality – lighed
- equity – ligestilling/ligebehandling
- female – kvindelig
- femininity – kvindelighed/feminint/femininitet
- gay – bøsse/homoseksuel
- gender – køn
- harassment – chikane
- hazing – hazing
- homophobia – homofobi
- homophobic – homofobisk
- homosexual – homoseksuel
- integration – integration
- maltreatment – mishandling
- masculinity – mandlig/maskulin
- neglect – omsorgsvigt
- prostitution – prostitution
- rape – voldtægt
- sexuality – seksualitet
- trafficking – trafficking
- women – kvinde/kvinder

■ Appendix 2 ■

English-Norwegian translation of search terms

- air force – flyvåbenet
- armed forces – forsvar/forsvaret
- army – hæren
- military – militær/militæret
- navy – marinen
- abuse – misbruk
- body – kropp
- bullying – mobbing
- discrimination – diskriminering
- diversity – mangfold
- equality – likhet
- equity – likestilling
- female – kvinnelig
- femininity – kvinnelighet/feminint/femininitet
- gay – homo/homse/homoseksuell
- gender – kjønn
- harassment – trakassering
- hazing – hazing
- homophobia – homofobi
- homophobic – homofobisk
- homosexual – homoseksuell
- integration – integrering
- maltreatment – mishandling
- masculinity – mannlighet/maskulin/ maskulinitet
- neglect – omsorgssvikt
- prostitution – prostitusjon
- rape – voldtekt
- sexuality – seksualitet
- trafficking – trafficking
- women – kvinne/kvinner

■ Appendix 3 ■

English-Swedish translation of search terms

- air force – flyvåbenet
- armed forces – forsvar/forsvaret
- army – hæren
- military – militær/militæret
- navy – marinen

- abuse – missbruk
- body – kropp
- bullying – hunsning/mobbning
- discrimination – diskriminering
- diversity – mangfold
- equality – likhet
- equity – jämställdhet
- female – kvinnlig/kvinnliga
- femininity – kvinnlighet/feminint
- gay – homosexuell/homosexualitet
- gender – genus/kön
- harassment – trakassera/trakassering
- hazing – hazing
- homophobia – homofobi
- homophobic – homofobisk
- homosexual – homosexuell
- integration – integration
- maltreatment – misshandel
- masculinity – manlighet/maskulin/maskulinitet
- neglect – försummelse
- prostitution – prostitution
- rape – våldtäkt
- sexuality – sexualitet
- trafficking – trafficking
- women – kvinna/kvinnor

■ Appendix 4 ■

Databases and web pages

- Bibliotek.dk (Online library database, Denmark)
- BIBSYS (Online library database, Norway)
- Centre for Military Studies (University of Copenhagen)
- The Danish Armed Forces
- Danish Institute for International Studies
- The Danish Ministry of Defence
- Essays.se/uppsatser.se (Online database, Swedish university essays)
- KVINFO Library (Online library database, the Danish Centre for Information on Gender, Equality and Ethnicity)
- LIBRIS (Online library database, Sweden)
- The Norwegian Air Force Academy (including search in library database)
- The Norwegian Armed Forces
- The Norwegian Defence Research Establishment
- The Norwegian Defence University College (including search in library database)
- The Norwegian Military Academy (including search in library database)
- The Norwegian Ministry of Defence
- The Norwegian Naval Academy (including search in library database)
- The Royal Danish Defence College (including search in library database)
- The Swedish Armed Forces
- The Swedish Civil Contingencies Agency
- The Swedish Defence Research Agency - FOI
- The Swedish Ministry of Defence
- The Swedish National Defence College (including search in library database)
- The Swedish Recruitment Agency

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The Gender Project

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■ The Norwegian School of Sport Sciences/ Defence institute (NSSS/DI) ■

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This bibliography gives an extensive interdisciplinary overview of studies on gender issues in a military context in Scandinavia. It covers 226 references of journal articles, books/chapter in books, reports, and graduate theses from military and non-military institutions. The references have been categorized in themes such as "Gender and recruitment", "Gender relations and gender stereotypes", "Harassment and bullying", and "Gender and international service". Hence, it represents an essential tool for military leaders and scholars interested in gender issues in a military context.

